

**Pengaruh Kepemimpinan, Komitmen Organisasi dan Kedisiplinan
Terhadap Kinerja Pegawai Melalui Organizational Citizenship
Behaviour Pada Dinas Sosial Provinsi Jawa Tengah**

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ABSTRAK

Tujuan dari penelitian ini adalah mengetahui pengaruh kepemimpinan, komitmen organisasi dan kedisiplinan terhadap kinerja pegawai melalui organizational citizenship behaviour. Objek yang dipilih pada penelitian ini adalah Dinas Sosial Provinsi Jawa Tengah. Adapun sampel dalam penelitian ini ditentukan dengan metode Proporsional Random Sampling yang kemudian didapat sampel sebanyak 113 responden. Data pada penelitian ini diperoleh dengan metode kuesioner yang diisi secara mandiri. Analisis yang digunakan dalam penelitian ini menggunakan metode analisis Structural Equation Modeling (SEM). Hasil dari penelitian ini membuktikan dan memberi kesimpulan bahwa: (1) kepemimpinan berpengaruh positif dan signifikan terhadap organizational citizenship behaviour, (2) komitmen organisasi berpengaruh positif dan signifikan terhadap organizational citizenship behaviour, (3) kedisiplinan tidak berpengaruh signifikan terhadap organizational citizenship behaviour, (4) kepemimpinan berpengaruh tidak signifikan terhadap kinerja pegawai, (5) komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai, (6) kedisiplinan berpengaruh positif dan signifikan terhadap kinerja pegawai, serta (7) organizational citizenship behaviour berpengaruh positif dan signifikan terhadap kinerja pegawai.

Kata Kunci : Kepemimpinan, Komitmen Organisasi, Kedisiplinan, Organizational Citizenship Behaviour dan Kinerja Pegawai

The Influence of Leadership, Organizational Commitment and Discipline on Employee Performance Through Organizational Citizenship Behavior at Social Service of Central Java Province

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ABSTRACT

The purpose of this research was to determine the effect of leadership, organizational commitment and discipline on employee performance through organizational citizenship behaviour. Selected object in this research is the Social Service of Central Java Province. The sample in this research was determined by proportional random sampling and then obtained sample of 113 respondents. The data in this research were obtained by questionnaire filled independently. The analysis used in this research using Structural Equation Modeling (SEM). The results of this research prove and give the conclusions that: (1) leadership has positive and significant effect on organizational citizenship behaviour, (2) organizational commitment has positive and significant effect on organizational citizenship behaviour, (3) discipline has no significant effect on organizational citizenship behaviour, 4) leadership has no significant effect on employee performance, (5) organizational commitment has positive and significant effect on performance employee, (6) discipline has positive and significant effect on performance employee, and (7) organizational citizenship behaviour has positive and significant effect on employee performance.

Keyword : Leadership, Organizational Commitment, Discipline, Organizational Citizenship Behaviour and Employee Performance